

# What is a “Five-Star” Job?

## Demand-Side Economics

The Utah Department of Workforce Services (DWS) has developed a great way to rank jobs based on employment outlook and wages.

In this new rating system, five-star jobs are those with the strongest employment outlook and high wages. The employment outlook rating is based 90 percent on the number of annual openings projected for that occupation and 10 percent on the rate of new employment growth in that job. Wage rankings use the median annual wage from the Utah wage survey conducted by DWS. Occupations with fewer than 100 jobs are not ranked.

The system groups jobs by training level. In other words, a high-paying job with just short- or moderate-term on-the-job training will not match the wages of a high-paying job requiring a college education!

## Supply-Side Economics

Just because an occupation has a “five-star” rating, doesn’t mean jobs will be easy to find! The rankings cover only the “demand” for employees. As all good economists know, the other side of the economic equation is the supply of workers for that occupation.

An occupation may create hundreds of new openings every year. But, if thousands of workers are qualified for those positions, lots of workers won’t find work in that field.

Look at the supply of labor for a particular occupation—not just the demand.

To accomplish this task, you’ll need to do some homework. Check with people already employed in the occupation and employers who hire that occupation to determine whether there is an over- or under-supply of workers. You can also check out our job vacancy survey. ©



*For more information:*

- <http://jobs.utah.gov/wi/> *Utah Labor Market / Economic Information*
- <http://www.bls.gov/> *Bureau of Labor Statistics*
- <http://www.bls.gov/oco/home.htm> *Occupational Outlook Handbook*
- <https://jobs.utah.gov/jsp/utahjobs/seeker/search/search.do> *Electronic Job Board (all jobs listed with the Utah Department of Workforce Services.)*
- <http://jobs.utah.gov/firmfind/> *Searchable List of Utah Companies*
- <http://jobs.utah.gov/opencms/wi/pubs/jvs2008.pdf> *Job Vacancy Survey*



### **Bachelor's Degree or Higher**

Computer Software Engineers,  
Systems Software  
Financial Managers  
Sales Managers  
Computer and Information Systems  
Managers  
Lawyers  
Pharmacists  
Health Specialties Teachers,  
Postsecondary  
Dentists, General  
Chief Executives  
Marketing Managers  
Physician Assistants  
Computer and Information  
Scientists, Research  
Engineering Teachers,  
Postsecondary  
Engineering Managers  
Family and General Practitioners

### **More than High School, Less than a Bachelor's Degree**

Cardiovascular Technologists and  
Technicians  
Dental Hygienists  
Environmental Science and  
Protection Technicians  
Industrial Engineering Technicians  
Medical Equipment Repairers  
Occupational Therapist Assistants  
Paralegals and Legal Assistants  
Registered Nurses  
Respiratory Therapists

### **Experience in a Related Occupation or Long Term On-the-Job Training**

Claims Adjusters, Examiners, and  
Investigators  
Electrical Power-Line Installers and  
Repairers  
Electricians  
First-Line Supervisors/Managers of  
Production and Operating  
Food Service Managers  
Industrial Machinery Mechanics  
Industrial Production Managers  
Plumbers, Pipefitters, and  
Steamfitters  
Purchasing Agents  
Sales Representatives, Nontechnical  
Sales Representatives, Technical  
Sheet Metal Workers  
Supervisors/Managers of  
Construction Trades and  
Extraction Workers  
Supervisors/Managers of  
Mechanics, Installers, and  
Repairers  
Supervisors/Managers of Non-Retail  
Sales Workers

### **Moderate and Short Term On-the-Job Training**

Advertising Sales Agents  
Aircraft Structure, Surfaces, Rigging,  
and Systems Assembler  
Bookkeeping, Accounting, and  
Auditing Clerks  
Correctional Officers and Jailers  
Drywall and Ceiling Tile Installers  
Maintenance and Repair Workers  
Operating Engineers  
Painters, Construction and  
Maintenance  
Pharmacy Technicians  
Postal Service Mail Carriers  
Roofers  
Truck Drivers, Heavy and Tractor-  
Trailer

### **Employers say they're looking for applicants who:**

- have at least the minimum qualifications for the job
- show up for work on time, every day, and work hard
- are comfortable and proficient with today's technology
- work cooperatively as a team member
- demonstrate an understanding of appropriate workplace appearance and hygiene
- can be trusted and demonstrate integrity and honesty
- write effectively, using clear and concise language
- use appropriate language skills for the workplace and communicate well
- have good customer service skills and behavior when dealing with clients
- work well with a variety of people and embrace diversity
- listen well and respond appropriately to verbal and non-verbal messages